



**SUPPLEMENT FOR THE YEAR 2025 OF THE Hospitality Mutual Insurance Company**  
**SUPPLEMENTAL COMPENSATION EXHIBIT**

For the Year Ended December 31, 2025  
 (To be filed by March 1)

**PART 1 - INTERROGATORIES**

1. Is the reporting insurer a member of a group of insurers or other holding company system? Yes [ X ] No [ ]  
 If yes, do the amounts below represent 1) total gross compensation earned for each individual by or on behalf of all companies which are part of the group: Yes [ X ]; or 2) allocation to each insurer: Yes [ ].
2. Did any person while an officer, director, or trustee of the reporting entity receive directly or indirectly, during the period covered by this statement any commission on the business transactions of the reporting entity? Yes [ X ] No [ ]
3. Except for retirement plans generally applicable to its staff employees, has the reporting entity any agreement with any person, other than contracts with its agents for the payment of commissions whereby it agrees that for any service rendered or to be rendered, that he/she shall receive directly or indirectly, any salary, compensation or emolument that will extend beyond the period of 12 months from the date of the agreement? Yes [ ] No [ X ]

**PART 2 - OFFICERS AND EMPLOYEES COMPENSATION**

1 Name and Principal Position	2 Year	3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
Current:									
1. Principal Executive Officer .....	2025	421,000	190,350					80,778	692,128
Richard E. Welch .....	2024	405,000	110,010					76,560	591,570
Richard E. Welch	2023	386,000	139,776					65,092	590,868
Current:									
2. Principal Financial Officer .....	2025	286,000	78,138					61,528	425,666
Eric F. Piurkowski .....	2024	266,000	45,066					58,393	369,459
Eric F. Piurkowski	2023	253,000	56,640					51,423	361,063
3. Stephanie M. Connon, SVP of Claims .....	2025	280,000	78,138					54,133	412,271
Stephanie M. Connon, SVP of Claims .....	2024	266,000	45,066					42,160	353,226
Stephanie M. Connon, SVP of Claims	2023	253,000	56,640					41,225	350,865
4. Warren J. Lewis, VP of Operations .....	2025	152,000	41,419					18,088	211,507
Warren J. Lewis, VP of Operations .....	2024	141,000	22,978					16,542	180,520
Warren J. Lewis, VP of Operations	2023	129,000	5,769					14,018	148,787
5. Mark Trombly, VP of Marketing .....	2025	159,000	16,803					18,862	194,665
Mark Trombly, Marketing Manager .....	2024	143,000	9,690					16,810	169,500
Mark Trombly, Marketing Manager	2023	136,000	12,672					15,980	164,652
6. Melissa Frecker, Sr Underwriting Manager .....	2025	125,000	12,455					14,890	152,345
Melissa Frecker, Sr Underwriting Manager .....	2024	106,000	6,983					12,596	125,579
Melissa Frecker, Sr Underwriting Manager	2023								0
7. Bryon Hutter, Sr. Underwriting Manager .....	2025	121,000	13,748					14,414	149,162
Bryon Hutter, Sr. Underwriting Manager .....	2024	117,000	8,051					13,890	138,941
Bryon Hutter, Sr. Underwriting Manager	2023	113,000	10,512					13,426	136,938
8. Stephanie Taylor, Product & Pricing Mgr .....	2025	107,000	11,633					12,742	131,375
Stephanie Taylor, Product & Pricing Mgr .....	2024	99,000	6,484					11,766	117,250
Stephanie Taylor, Product & Pricing Mgr	2023	91,000	8,064					10,814	109,878
9. Natasha Meyers, Claims Administrator .....	2025	100,000	11,045					11,912	122,957
Natasha Meyers, Claims Administrator .....	2024	94,000	6,413					11,180	111,593
Natasha Meyers, Claims Administrator	2023								0
10. Jennifer Howie, Claims Administrator .....	2025	100,000	11,045					11,912	122,957
Jennifer Howie, Claims Administrator .....	2024								0
Jennifer Howie, Claims Administrator	2023								0

**PART 3 - DIRECTOR COMPENSATION**

1 Name and Principal Position or Occupation and Company (if Outside Director)	Paid or Deferred for Services as Director				6 All Other Compensation Paid or Deferred	7 Totals
	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
Richard W. Brewer, Retired .....	26,175					26,175
James J. Donaghue, Restaurateur, Tweed's Pub Restaurant .....	21,919					21,919
William T. McGrail, Insurance Administration, Massachusetts Medical Malpractice Reinsurance Plan .....	22,050					22,050
Terrence C. Quinn, Insurance Agent, Allan M. Walker & Co., Inc. ....	22,425					22,425
Doreen Cusolito, Commercial Lines Product Development Manager, Arbella Insurance Group .....	19,350					19,350
James R. Bacon, Retired .....	19,950					19,950



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	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
Patricia A. Bando, AVP, Boston College .....	19,050					19,050
Jeffrey P. Waldron, Consultant, Griffin Financial Group .....	15,000					15,000
Peter T. Robertson, Attorney .....	4,519					4,519
Joseph D. Duffy, Consultant, JDD Insurance Regulatory Services, LLC .....	4,219					4,219

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**PART 4 - NARRATIVE DESCRIPTION OF MATERIAL FACTORS**

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Provide a narrative description of any material factors necessary to gain an understanding of the information disclosed in the tables.

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